Pennsylvania's State Plan for Ensuring Equitable Access to Excellent Educators for All Students

June 1, 2015



COMMONWEALTH OF PENNSYLVANIA DEPARTMENT OF EDUCATION

333 Market Street Harrisburg, PA 17126-0333 www.education.pa.gov

Revised August 2015



Commonwealth of Pennsylvania

Tom Wolf, Governor

Department of Education

Pedro A. Rivera, Acting Secretary

Office of Elementary and Secondary Education Matthew Stem, Acting Deputy Secretary Office of Postsecondary and Higher Education Vacant, Deputy Secretary

Bureaus of Curriculum, Assessment and Instruction and School Leadership and Teacher Quality

Rita Perez, Director Theresa L. Barnaby, Director

Division of Federal Programs

Susan McCrone, Chief

The Pennsylvania Department of Education (PDE) does not discriminate in its educational programs, activities, or employment practices, based on race, color, national origin, sex, sexual orientation, disability, age, religion, ancestry, union membership, or any other legally protected category. Announcement of this policy is in accordance with State Law including the Pennsylvania Human Relations Act and with Federal law, including Title VI and Title VII of the Civil Rights Act of 1964, Title IX of the Education Amendments of 1972, Section 504 of the Rehabilitation Act of 1973, the Age Discrimination in Employment Act of 1967 and the Americans with Disabilities Act of 1990.

The following persons have been designated to handle inquiries regarding the Pennsylvania Department of Education's nondiscrimination policies:

For Inquiries Concerning Nondiscrimination in Employment:

Pennsylvania Department of Education Equal Employment Opportunity Representative Bureau of Human Resources 333 Market Street, 11th Floor Harrisburg, PA 17126-0333 Voice Telephone: (717) 787-4417

Fax: (717) 783-9348

Text Telephone TTY: (717) 783-8445

For Inquiries Concerning Nondiscrimination in All Other Pennsylvania Department of Education **Programs and Activities:**

Pennsylvania Department of Education School Services Unit Director 333 Market Street, 5th Floor. Harrisburg, PA 17126-0333 Voice Telephone: (717) 783-3750

Fax: (717) 783-6802

Text Telephone TTY: (717) 783-8445

If you have any questions about this publication or for additional copies, contact:

Pennsylvania Department of Education

Bureau/Office of Curriculum, Assessment and Instruction 333 Market Street. 7th Floor.

Harrisburg, PA 17126-0333

Voice: (717) 783-6902 Fax: (717) 787-8634

TTY: (717) 783-8445

www.education.pa.gov

All Media Requests/Inquiries: Contact the Office of Press & Communications at (717) 783-9802

Revised August 2015

Table of Contents

1. Introduction						
	1.	Overview of Pennsylvania's State Plan for Ensuring Equitable Access to Excellent Educators for All Students	1			
	2.	Overview of Plan Development	5			
	3.	Context for Pennsylvania's Equitable Access to Excellent Educators State Plan	6			
2.	. Stakeholder Engagement 1					
3.	. Data Analysis and Identification of Equity Gaps and Possible Root Causes1					
Strategies for Eliminating Equity Gaps, Time Line and Performance Measures						
5.	5. Ongoing Monitoring and Measuring Progress					
Publicly Reporting Progress on Pennsylvania's Equitable Access to Excellent Educators						
		Figures				
Table 1		Ranges Used to Disaggregate Pennsylvania's Wealthiest and Poorest School Buildings for 2013-14 School Year				
Table 2		Ranges Used to Disaggregate Pennsylvania's Highest and Lowest Minority School Buildings for 2013-14 School Year				
Table 3		Maximum Number of Pennsylvania Type 01 Emergency Permits Issued by Local Education Agency (LEA) Samples in School Year 2013-14				
Table 4		Percentage of Sections in Pennsylvania Local Education Agencies (LEA) Taught by Teachers on a Type 01 Emergency Permit for School Year 2013-14				
Table 5		Number of Type 01 Emergency Permits Issued in Subjects Areas Excluding Trade and Technical Subjects in School Year 2013-14				
Table 6		Comparison of Pennsylvania's HQT and NHQT Percentages: 2004-05 to 2013-14	•3			

Table 7	Mean Percent of Core Academic Sections That are Taught by Highly Qualified Teachers in Pennsylvania Disaggregated by Wealth and Minority Percentage of Enrollments				
Table 8	Pennsylvania School District Teachers and Principals Years of Experience as of 2013-14 School Year				
Table 9	Pennsylvania Charter Schools Teachers and Principals Years of Experience as of 2013-14 School Year				
Table 10	Comparison of Salary Means Based on Years of Teacher Experience Disaggregated by School Wealth and Percentage of Minority Enrollments for 2013-14 School Year				
Table 11	Comparison Maximum and Minimum Salaries by Wealth and Minority Distributions for Teachers with More than One Year Experience in 2013-14 School Year				
Table 12	Teacher Turnover Rates by Wealth and Minority in School Year 2013-14				
Table 13	Pennsylvania's Teacher and Principal Evaluation Results 2013-14 School Year				
Table 14	Pennsylvania's 2011-12 School Year per Student Expenditures by Poverty Quartile Compared to the United States				
Table 15	Pennsylvania's 2011-12 School Year per Student Expenditures by Percentage of Enrollment of Students in Various Racial/Ethnic Categories Compared to the United States				
Table 16	Funding Inequality in Pennsylvania				
Table 17	Summary of Pennsylvania's Equity Gaps and Root Causes				
Table 18	Activities That Will be Implemented to Mitigate Equity Gaps by Focusing on Root Causes				
Graph 1	Type 01 Emergency Permits Issued in Pennsylvania School Years 2001-02 to 2013-14				
Graph 2	Comparison of Pennsylvania's HQT and NHQT Percentages: 2004-05 to 2013-14				
Graph 3	Mean Percent of Core Academic Sections Taught by HQT Disaggregated by Wealth 2013-14 School Year				

Graph 4	Mean Percent of Core Academic Sections Taught by HQT Disaggregated by Minority 2013-14 School Year		
Graph 5	Years of Teaching Experience for Teachers in Pennsylvania's Wealthiest School District Buildings in 2013-14		
Graph 6	Years of Teaching Experience for Teachers in Pennsylvania's Poorest School District Buildings in 2013-14		
Graph 7	Principals' Years of Experience in Pennsylvania's Wealthiest School District Buildings 2013-14		
Graph 8	Principals' Years of Experience in Pennsylvania's Poorest School District Buildings 2013-14		
Graph 9	Years of Teaching Experience in Pennsylvania's Wealthiest Charter Schools 2013-14		
Graph 10	Years of Teaching Experience in Pennsylvania's Poorest Charter Schools 2013-14		
Graph 11	Principals' Years of Experience in Pennsylvania's Wealthiest Charter Schools 2013-14		
Graph 12	Principals' Years of Experience in Pennsylvania's Poorest Charter Schools 2013-14		
Graph 13	Comparison of Salary Means by Wealth and Minority Schools for First Year Teachers for 2013-14 School Year		
Graph 14	Salary Means for Teachers Who Have More Than One Year Teaching Experience Disaggregated by Wealth and Minority for Three School Samples 2013-14		
Graph 15	Comparison of Minimum and Maximum Salaries Paid to All School District Teachers with More than One Year Experience Disaggregated by Wealth in School Year 2013-14		
Graph 16	Mean Percentage of Teacher Turnover by Wealth in Pennsylvania' School District Buildings in 2013-14 School Year		
Graph 17	Mean Percentage of Pennsylvania Charter School Building Teacher Turnover by Wealth in 2013-14 School Year		
Graph 18	Mean Percentage Rate of Teacher Turnover by Minority for 2013-14 School Year		

Graph 19 Comparison of Pennsylvania's 2011-12 Student Expenditures for All

States Combined Across Wealth

Graph 20 Pennsylvania's 2011-12 School Year per Student Expenditures

Disaggregated by Racial/Ethnicity Enrollment

Appendices

Appendix A Stakeholders Group

Appendix B Engagement of Pennsylvania Stakeholders

Appendix C HR Personnel Administrators April 14, 2015

Appendix D April 14, 2015 Agenda

Appendix E Ensuring Equitable Access to Excellent Educators in Pennsylvania

Appendix F Safe Schools - Statewide Report

Appendix G Current Expenditures Minus Federal Revenue Other Than Impact

Aid Per Pupil in Membership by Poverty Quartile and Racial/Ethnic

Categories

Appendix H List of Responsible Personnel, Titles and Offices